



RESIDENTIAL CARE UNIT LEADER  
MONTHLY SALARY: \$2, 632.00 - \$3, 201.00

EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORKPLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

HOW TO APPLY: The testing office accepts State of California Application (Form 678), continuously and will notify and test applicants as needed. Do not submit application to the State Personnel Board.

A copy of College Transcripts must be attached to the State application

SUBMIT APPLICATION TO: VETERANS HOME OF CA, YOUNTVILLE  
HUMAN RESOURCES – TESTING UNIT  
110 California Drive  
Yountville, California 94599-1414

FINAL FILING DATE: CONTINUOUS – Testing is considered continuous as dates can be set at anytime and eligible lists are merged.

EXAMINATION ELIGIBILITY LIMITATION: The testing period for this classification is 12 months. You may not test for this classification more than once in a testing period. If you have taken an examination for this classification at the Veterans Home of California, Yountville within the last 12 months, you are not eligible to compete in this examination.

SPECIAL TESTING: If you have a disability and need special testing arrangements, mark the appropriate box in part 2 of the Application for Examination. You will be contacted to make specific arrangements.

NOTE: Accepted competitors are required to bring either a photo identification card or two forms of signed identification.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION:

NOTE: All competitors must meet the education and/or experience requirements for this examination. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required.

NOTE: All applications/resumes must include: "to" and "from" dates (month/day/year); time base; and civil service class titles. Applications/resumes received without this information will be rejected.

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, competitors possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

MINIMUM QUALIFICATIONS:

Either I

Experience: Two years in the California State service at the Veterans' Home and Medical Center as an Activity Coordinator or two years in the California State service at the Veterans Home and Medical Center as a Geriatric Nursing Assistant. and

Education: Equivalent to two years of college with a minimum of four completed courses in social science, psychology, and rehabilitation. (Additional work experience as an Activity Coordinator or Geriatric Nursing Assistant may be substituted for the required education on a year-for-year basis by applicants who have at least twelve semester or sixteen quarter units of college courses in social science, psychology and rehabilitation.)

Or II

Experience One year of experience working with the aged performing counseling and administrative duties in a Veterans' Hospital or Domiciliary or community-based organization. and

Education: Equivalent to graduation from college, preferably with major work in social science and humanities.

Additional Desirable Qualifications: The talent to motivate people by virtue of a positive, friendly attitude and to create a pleasant and safe environment in which members feel confident, comfortable and secure.

Special Personal Characteristics: Aptitude for and interest in working with geriatric and younger members; sympathetic understanding of the members' attitudes and problems; objective and empathetic understanding of the elderly; tolerance, tact, alertness, emotional stability, and maturity.

THE POSITION: Under general supervision in a residential care unit, to provide assistance in all phases of the Residential Care Service at the Veterans' Home and Medical Center; to oversee and assist in the daily living activities of the residents; to organize and manage custodial duties and clerical tasks of member helpers; responsible for training and making member staff assignments for 24-hour coverage of the residential hall; and to do other related work.

EXAMINATION INFORMATION

This examination will consist of a Qualifications Appraisal Interview only, weighted 100% In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview.

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

RESIDENTIAL CARE UNIT LEADER – TL20/8219

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CONTINUOUS FILING

Issued 01/28/2005 INFORMATION ON THIS BULLETIN SUPERSEDES ALL PRIOR BULLETINS

RESIDENTIAL CARE UNIT LEADER  
Open, Spot – Yountville, California

If conditions warrant, this examination may utilize an evaluation of each candidate's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his/her application. List all experience relevant to the "Requirements for Admittance to the Examination" shown on this announcement, even if that experience goes beyond the seven-year limit printed on the applications. Supplementary information will be accepted but read the "Requirements for Admittance to the Examination" carefully to see what kind of information will be useful to the staff doing the evaluation.

SCOPE: In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:

- A. Knowledge of:
  - 1. Basic group leadership principles and techniques
  - 2. Principles of caring for and rehabilitating geriatric and younger members
  - 3. Basic therapeutic techniques utilized with geriatric and younger members
  - 4. Physical and psychological problems of geriatric and younger members including functional knowledge of delayed stress syndrome
  - 5. Methods of rehabilitating persons with alcohol-related illnesses
  - 6. Principles of organizing group living for large numbers of people
- B. Ability to:
  - 1. Plan, organize, and direct the living arrangements and social interaction of geriatric and younger residents
  - 2. Interpret and explain the Veterans' Home Domiciliary Program to residents, staff, and members of the community
  - 3. Oversee the work of a staff of member helpers
  - 4. Establish and maintain cooperative relationships with those contacted during the course of work
  - 5. Arouse and sustain the interest of others working with residential care residents
  - 6. Analyze situations and take effective action
  - 7. Communicate effectively at a level appropriate for successful job performance

**ELIGIBLE LIST INFORMATION:** The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. The resulting eligible list will be used to fill vacancies in Yountville only.

Veteran's preference credits will be added to the final score of all competitors who are successful in this examination and who qualify for, and have requested these points. Due to changes in the law, which were effective January 1, 1996, VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS' CREDITS.

General Information

It is the candidate's responsibility to contact the Human Resources in Yountville, California, (707) 944-4550, three days prior to the written test date if he/she has not received his/her notice.

For an examination without a written feature, it is the candidate's responsibility to contact the Human Resources in Yountville, California, (707) 944-4550, three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at State Personnel Board offices and local offices of the Employment Development Department, and the Department noted on front.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigations may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and regency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Veterans Home of California, Yountville  
Human Resources - Testing Unit  
110 California Drive  
Yountville, California 94599-1414  
Public Telephone (707) 944-4550  
TDD voice of hearing impaired (707) 944-4560  
[www.cdva.ca.gov](http://www.cdva.ca.gov)

ADDITIONAL INFORMATION

RESIDENTIAL CARE UNIT LEADER – TL20/8219  
5VAD5 CONTINUOUS FILING